

Benefits and Entitlements for TDY and TCS Assignments

General Schedule Civilian Pay and Allowance Entitlements			
	TDY (Any length)	Six Month TCS	One Year TCS
Pay or Allowance Entitlement	Basic General Pay Schedule including Locality Pay	Basic General Pay Schedule without Locality Pay	Basic General Pay Schedule without Locality Pay
Overtime (All are exempt from FLSA under the foreign exemption rule)	1.5 x GS-10/1 or regular hourly rate, whichever is greater; below GS-10, 1.5 x regular hourly rate	Same	Same
Holiday Pay	2 x hourly rate for regularly scheduled hours	Same	Same
Post Differential *	After 42 consecutive days, 35% of Basic Pay (includes locality pay) for basic 40-hour workweek	35% of Basic Pay (no locality pay) for basic 40-hour workweek, effective after one day in country	35% of Basic Pay (no locality pay) for basic 40-hour workweek, effective after one day in country
Danger Pay	In effect from 1 st day, 35% of Basic Pay (includes locality pay) for basic 40-hour workweek	In effect from 1 st day, 35% of Basic Pay (no locality pay) for basic 40-hour workweek	In effect from 1 st day, 35% of Basic Pay (no locality pay) for basic 40-hour workweek
Promotions	Opportunities must be applied for by interested parties	Opportunities must be applied for by interested parties	Opportunities must be applied for by interested parties
Night Shift Differential	10% for all regularly scheduled hours from 1800-0600	Same	Same

Separate Maintenance Allowance ** www.state.gov/m/a/als/1739	None	Annual Rate varies based upon number of family members and is pro-rated based upon length of tour	Annual Rate varies based upon number of family members and is pro-rated based upon length of tour
Relocation Incentives (may not exceed 25% of the annual salary of the employee at the beginning of the service period)	Same as TCS	Up to 15% of annual salary	Up to 25% of annual salary
Rest and Recuperation Leave	Same as TCS	Employees who serve 6 or more months but fewer than 12 months are eligible for 1 R&R trip. Employees must serve a minimum of 60 days in country to be eligible.	Employees who sign up for 12 consecutive months are eligible for 3 R&R trips within the 12 month service period. Employees must serve a minimum of 60 days in country to be eligible.
Leave Accrual	No change to regular accrual and carryover	Employees may carry up to 360 hours (45 days) of annual leave to next leave year.	Employees may carry up to 360 hours (45 days) of annual leave to next leave year.
Nontemporary Storage (NTS) of Household Goods**	None	At government expense. NTS stops at the beginning of the second month upon return to the States.	At government expense. NTS stops at the beginning of the second month upon return to the States.
Transportation of Dependents and Shipment of Household Goods	None	At government expense	At government expense

NOTES: * After 42 consecutive days in country, pay is retroactive to the 1st day.

** Schedule A appointments, effective approximately 90 days from the effective date of appointment.